

Promotion from Associate to Full Professor

Panel Moderator: Bryant W. York

Panelists

- Alfredo Cruz, PuPR
- Juan Gilbert, Clemson
- Richard Ladner, U Washington
- Valerie Taylor, TAMU
- Charles Isbell, Gatech

Occupy Academia

At the Highest Levels

Plan for the Panel

- Dr. Cruz will give the perspective of a senior faculty member at a Hispanic Serving Institution.
- Dr. Ladner will do the perspective of a senior faculty member who has reviewed a large number of cases at the University of Washington where he has spent his entire career.
- Dr. Taylor as a former department head will give the perspective of “after the departmental faculty has voted”.
- Dr. Gilbert will present the perspective of a division head who went
- Dr. Isbell will give the unusual perspective of an individual who was appointed an associate dean prior to getting promoted to full and who was recently promoted to full just 4 years after being promoted to associate professor in the Georgia Tech College of Computing

Scholarship (p.3)

The task of a university includes the promotion of learning and the discovery and extension of knowledge, enterprises which place responsibility upon faculty members with respect to their disciplines, their students, the university, and the community. The University seeks to foster the scholarly development of its faculty and to encourage the scholarly interaction of faculty with students and with regional, national, and international communities. Faculty have a responsibility to their disciplines, their students, the university, and the community to strive for superior intellectual, aesthetic, or creative achievement. Such achievement, as evidenced in scholarly accomplishments, is an indispensable qualification for appointment and promotion and tenure in the professorial ranks. Scholarly accomplishments, suggest continuing growth and high potential, can be demonstrated through activities of:

- Research, including research and other creative activities,
- Teaching, including delivery of instruction, mentoring, and curricular activities,
- and Community outreach.

Ranks (p. 11)

Promotion to the rank of Professor requires the individual to have made significant contributions to knowledge as a result of the person's scholarship, whether demonstrated through the scholarship of research, teaching, or community outreach. The candidate's scholarly portfolio should document a record of distinguished accomplishments using the criteria for quality and significance of scholarship (see II. D). Effectiveness in teaching, research, or community outreach must meet an acceptable standard when it is part of a faculty member's responsibilities. Finally, promotion to the rank of professor requires the faculty member to have provided leadership or significant contributions to the governance and professionally-related services activities of the university.

Questions

- What is the typical length of time between attaining associate professor status and promotion to full at your institution and department?
- What level of research productivity is expected? Publications? Grants?
- Are there many or even any cases of individuals who have been promoted to full primarily on the basis of teaching or service?
- Is a national reputation a requirement? Is an international reputation required?
- Can you recall a case where an individual was voted to full by the departmental faculty and subsequently turned down by the Dean or the Provost? If so, what are some circumstances in which this situation might occur?
- How do you handle intra-faculty rivalry and jealousies?
- What was the most difficult part about getting promoted to full?
- Is it important to have an advocate? If so, how does one go about finding an advocate?